



MONTCLAIR STATE
UNIVERSITY

University Senate

Recommendation for Employees who take classes to retain any scholarship, and aid they received

January 25, 2023, Approved by the Senate

The University Senate recommends that employees retain their scholarship, grants, and other aid when applying the university's tuition waiver.

Rationale

The tuition waiver reimbursement is currently calculated by the university after applying any scholarships, grants, or other aid the student receives. While this reduces the cost of each waiver for Montclair State, it keeps the costs of going to college stagnant for employees despite qualifying for grants, aid, and other scholarships.

Besides disincentivizing the student to apply for scholarships, this current policy does not account for costs beyond tuition. For instance, students frequently need additional funding for fees, travel, research, books, a computer, and other items required to be successful in class. If students are allowed to keep their scholarships and other financial aid money, they can defray these other costs with this money.

Tuition waivers for employees are intended to support an institution's mission by providing additional incentives and means of recruiting and retaining qualified employees. However, as opposed to being a leader in this category, Montclair State University trails behind most fellow state post-secondary institutions. Montclair State is one of only three State Institutions that do not allow employees to keep their financial aid and scholarship money.

As it stands, the current policy seems not only short-sighted for the small amount of money that it likely saves Montclair State, but it also does not take into consideration the long-term costs of disincentivizing good students from working hard and taking advantage of the fruits of their labor via potential money that could be rightfully awarded to them.

The current tuition waiver for employees can be found here: [Tuition Waivers – Human Resources - Montclair State University](#)

College/University	Charges fees	Uni keeps FA, scholarships
Montclair	X	X
Rutgers	X	
TCNJ		
Rowan		
Stockton		
NJCU	X	
WP	X	
Ramapo	X	X
Kean	X	Ineligible for waiver if student gets aid
NJIT		